

POSITION: Manager, Organizational Health

ANNOUNCEMENT # 13-58

COMPANY: Tennessee Valley Authority, Office of the Inspector General

WORK LOCATION: Knoxville, TN

SALARY RANGE: \$85,000 to \$113,000

Apply by: May 17, 2013

The Office of the Inspector General (OIG) is an independent arm of the Tennessee Valley Authority (TVA) charged with the mission of preventing and detecting fraud, waste, and abuse. To carry out our role, we have a staff of dedicated audit, investigative and administrative professionals.

This vacant position is responsible for design and implementation of organizational development programs/processes to create and reinforce the desired culture within OIG and maximize OIG performance. Responsibilities include leadership development and other non-operational training, employee communications and succession planning. Incumbent develops and administers feedback systems which demonstrate the effectiveness of these programs, such as employee surveys, focus groups, and 360 assessments. This position interfaces with senior leadership to develop organizational health and training initiatives and ensures that such efforts are aligned with the strategies and goals of the office.

Principal Accountabilities:

1. Develops overall organizational health and culture transformation strategy aligned with OIG mission, vision, strategic plan, goals and values.
2. Serves as a subject matter expert on organizational development and change management. Maintains up-to-date knowledge of best practices in organizational development.
3. Formulates messaging and strategy for employee communications.
4. Identifies leadership development and other non-operational training/development needs and develops or identifies sources to deliver training.
5. Coordinates feedback programs such as employee surveys and focus groups.
6. May perform analysis of issues that affect overall health of the organization, including morale, turnover, and absenteeism.
7. Monitors and evaluates the effectiveness of organizational health and training initiatives in driving performance excellence.
8. Performs gap analyses, and recommends gap closure initiatives for components of the organization health model.
9. Develops an annual planning calendar which includes office-wide training, manager's meetings, all-employee meetings, focus groups, and off-sites for OIG leadership.
10. Effectively and successfully manages multiple projects to achieve goals and meet deadlines.

Minimum Requirements:

- Bachelor's degree in an organizational development, behavioral sciences, human resources, business or a related degree; or equivalent education, training and experience. Advanced degree is desired.
- 7 years in HR, or related field, including experience with developing organizational health initiatives and effective employee communications. Supervisory experience, consulting experience, and experience implementing organizational health initiatives is desirable.
- Must be a U.S. citizen, 2) must possess a valid driver's license, as travel is required, and 3) must be able to pass a background investigation. Certification in Crucial Conversations and Speed of Trust desirable.
- Broad knowledge & understanding of TVA and OIG business practices and programs. Demonstrated mastery in problem-solving and conflict resolution, leading change, mentoring, coaching and leading others. Strong business judgment, focusing on results and building effective working relationships. Ability to be future focused and work well under pressure with changing priorities. Demonstrated performance in research, analysis, planning/project management, and advanced knowledge of organization effectiveness, customer service, and interpersonal relationship management skills. Working knowledge of statistical methods used in analysis and reporting. Excellent communication skills and ability to positively interact with and influence employees at all levels. Must achieve and maintain certification in Crucial Conversations and Speed of Trust.

HOW TO APPLY:

By May 17, 2013, submit electronically a cover letter, resume, and if you are a veteran, your DD214 to: oigcareers@tvaorg.gov. Announcement number should be included in the subject line of your email.

For more information about our office, please see our Web site at <http://oig.tva.gov>. For more information about TVA, please see their Web site at <http://www.tva.gov>.